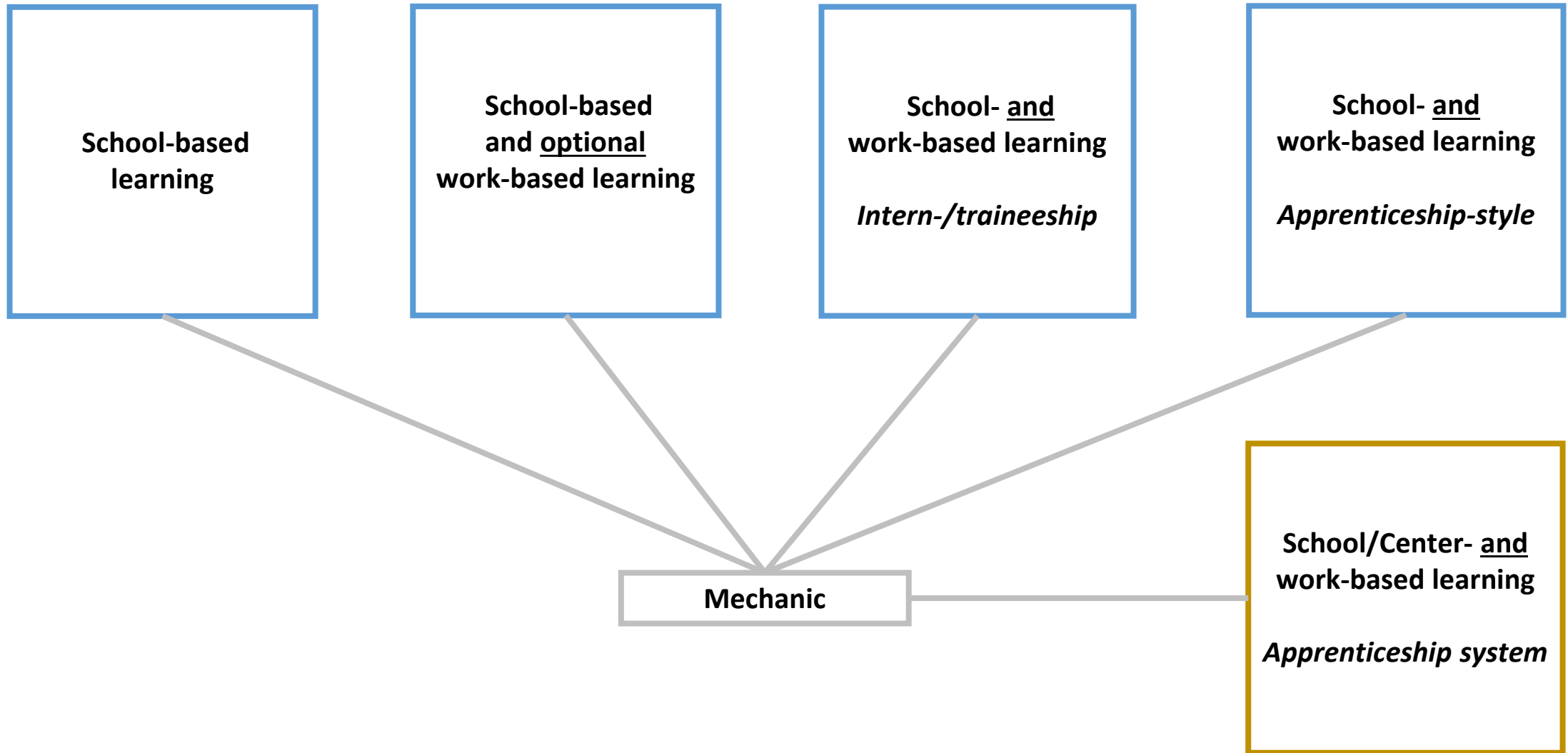


European Alliance for Apprenticeships (EAfA)

3rd Regional Seminar for Candidate Countries

Tirana, Albania, 24-25 September 2018

Stefan Thomas, ETF

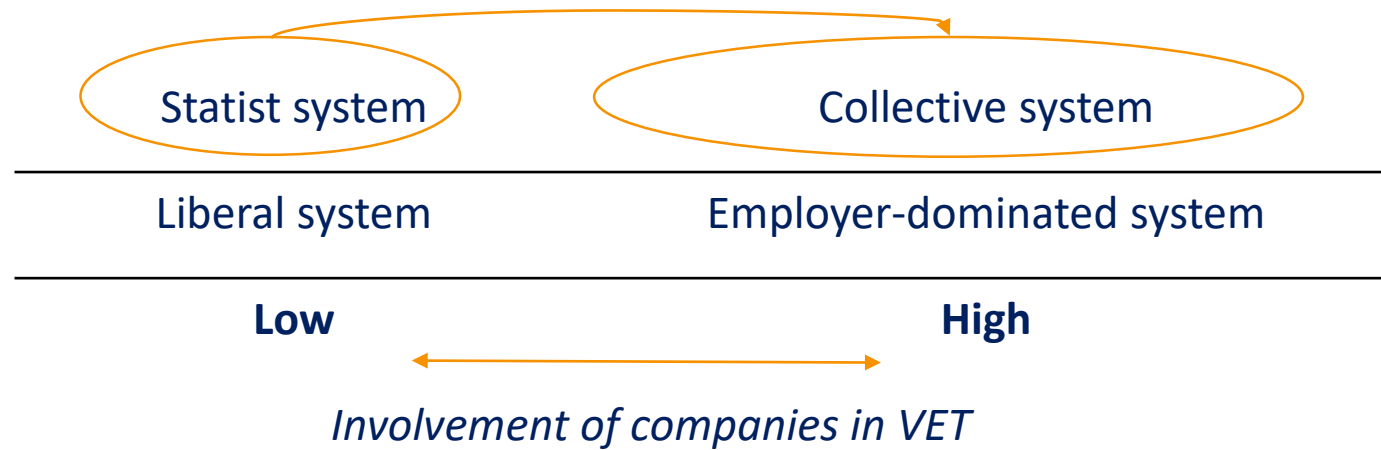


Critical success factors

- Place of work-based learning in the VET system
- Governance structures (roles and responsibilities of key players)
- Training content and learning outcomes
- **Cooperation among learning venues**
- Participation of and support to companies
- Requirements and support to teachers and in-company trainers
- Financing and cost-sharing mechanisms
- Quality assurance
- Working and learning conditions of learners
- Responsiveness to the labour market

The challenge

Public commitment to VET



Statist systems

- VET is integrated into the secondary school system
 - > In our Partner Countries usually 3-year and 4-year programmes
- Students can easily proceed to Higher Education
- Employer involvement is (very) low

Collective systems

- Employers' organisations, trade unions and work councils play a crucial role
- Employers have a strong influence on qualifications and assessment standards
- Employers provide training
- Employers are involved in learners' assessments
- Employers are involved in the evaluation of results

Some questions...

- Who controls?
- Who provides?
- Who pays?
- Relationship between VET and general education

Critical success factors

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Back up: work-based learning

Work-based learning is...

■ Learning by doing real work

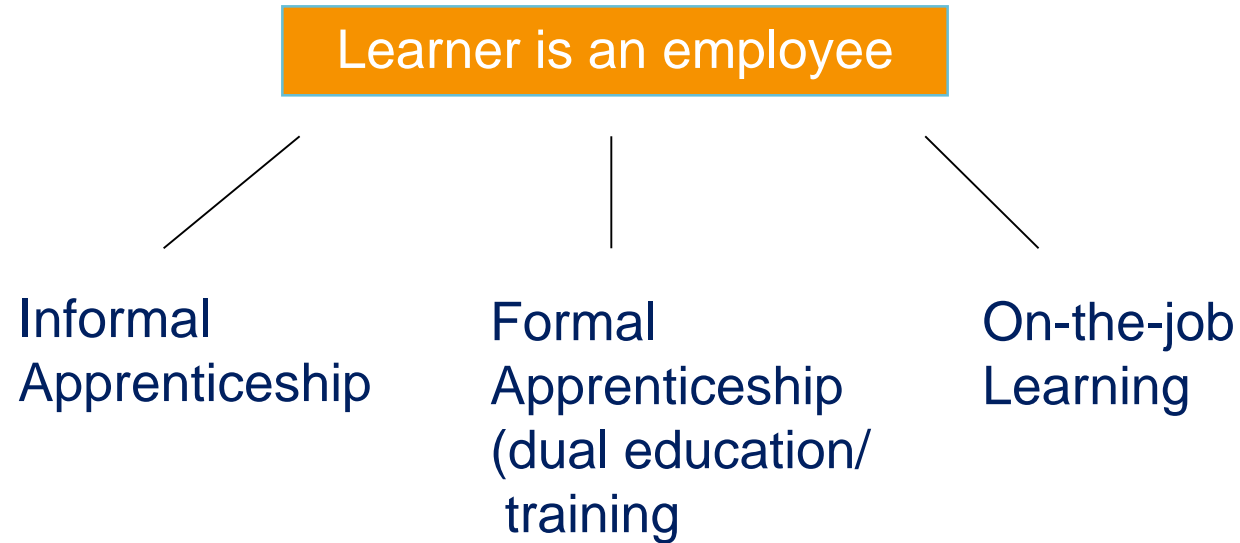
- through production of real goods and services
- whether work is paid or unpaid
- may or may not be combined with school-based learning (classroom or workshop)
- But it usually is

■ Borderline cases:

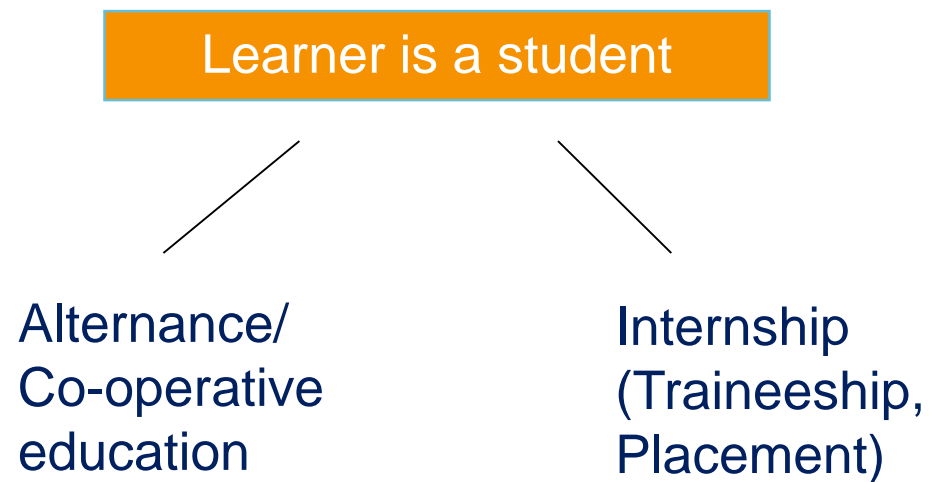
- WBL simulation
- Job shadowing

Classroom-based learning that takes place in an enterprise is not work-based learning!

Types of work-based learning (I)



Types of work-based learning (II)



Why does it matter?

Good for Learners

- Improved employability
- Faster school-to-work transition
- Personal and professional development
- Better access to jobs

Good for Employers

- Higher productivity
- Technical and job-specific skills
- Efficient recruitment
- Social engagement

Good for Society

- More relevant skills
- Economic development
- Employment of less advantaged groups
- Strong links between VET and business